

COPY



COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled **MATCHING JOB CANDIDATE INFORMATION**, the specification of which

- ☐ is attached hereto.
- ☒ was filed on October 10, 2003 as United States Patent Application No. 10/684,345.
- ☐ was described and claimed in PCT International Application No. _____, filed on _____, and as amended under PCT Articles 19 on _____ (if applicable).
- ☐ and was amended on _____ (if applicable).
- ☐ with amendments through _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to patentability as defined in 37 C.F.R. § 1.56. If this is a continuation-in-part application filed under the conditions specified in 35 U.S.C. § 120 which discloses claims and subject matter in addition to that disclosed in the prior copending application, I further acknowledge the duty to disclose material information as defined in 37 C.F.R. § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim foreign priority benefits under 35 U.S.C. § 119(a)-(d) of any foreign application(s) for patent or inventor's certificate or of any PCT international application(s) designating at least one country other than the United States of America listed below and have also identified below any foreign application(s) for patent or inventor's certificate or any PCT international application(s) designating at least one country other than the United States of America filed by me on the same subject matter having a filing date before that of the applications(s) on which priority is claimed:

| Number | Country | Day/Month/Year Filed | Claim Priority? |
|--------|---------|----------------------|--|
| | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |

I hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

| Application Number | Filing Date |
|--------------------|-------------|
| | |

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) or § 365(c) of any PCT international application(s) designating the United States, listed below and, insofar as the subject matter of each of

COPY

the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of Title 35, United States Code, § 112; I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, § 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

Application Number Filing Date Status: patented, pending, abandoned

I hereby appoint the practitioners associated with the customer number provided below to prosecute this application, to file a corresponding international application, and to transact all business in the Patent and Trademark Office connected therewith:

Customer Number 24197

| Name | Reg. No. | Name | Reg. No. |
|-----------------------|----------|-------------------------|----------|
| ANDON, Christopher L. | 51,406 | MC LEOD, Richard D. | 46,921 |
| BAKER, Theodore W. | 53,961 | MAURER, Gregory L. | 43,781 |
| BIBLE, Patrick M. | 44,423 | MILLER, Christopher B. | 48,398 |
| BUNKER, Gillian | 47,461 | NOONAN, William D. | 30,878 |
| CALDWELL, Lisa M. | 41,653 | PETERSEN, David P. | 28,106 |
| CARLSON, Anne | 47,472 | POLLEY, Richard J. | 28,107 |
| CASH, David | 52,706 | RINEHART, Kyle B. | 47,027 |
| GAO, ZeMing M. | 51,718 | RUPERT, Wayne W. | 34,420 |
| GIRARD, Michael P. | 38,467 | RYBAK, Sheree L. | 47,913 |
| GOFF, Jared S. | 44,716 | SIEGEL, Susan Alpert | 43,121 |
| GORDON, Debra A. | 54,128 | SLATER, Stacey C. | 36,011 |
| HAENDLER, Jeffrey B. | 43,652 | STEPHENS Jr., Donald L. | 34,022 |
| HARDING, Tanya M. | 42,630 | STUART, John W. | 24,540 |
| HAYES, Kevin M. | 54,158 | VANDENBERG, John D. | 31,312 |
| JAKUBEK, Joseph T. | 34,190 | WAGNER, Justin D. | 54,519 |
| JONCUS, Stephen J. | 44,809 | WHINSTON, Arthur L. | 19,155 |
| JONES, Michael D. | 41,879 | WIGHT, Stephen A. | 37,759 |
| KLARQUIST, Kenneth S. | 16,445 | WINN, Garth A. | 33,220 |
| KLITZKE II, Ramon A. | 30,188 | YOUNG, Travis | 53,819 |
| LEIGH, James S. | 20,434 | ZASTROW, Devon J. | 50,206 |

I hereby grant the law firm of Klarquist Sparkman, LLP, the power to insert on this Combined Declaration and Power of Attorney any further identification which may be necessary or desirable in order to comply with the rules of the United States Patent and Trademark Office for submitting this document.

Address all telephone calls to Gregory L. Maurer at telephone number (503) 226-7391.


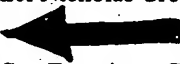

COPY

Address all correspondence to the address associated with the customer number provided below:

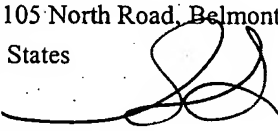
Customer Number 24197

Klarquist Sparkman, LLP
One World Trade Center, Suite 1600
121 S.W. Salmon Street
Portland, Oregon 97204
Telephone: (503) 226-7391
Facsimile: (503) 228-9446

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

 Name of First or Sole Inventor: Daniel Nicholas Crow
Residence: San Francisco, CA 
Mailing Address: 574 Church Street, San Francisco, CA 94114
Citizenship: United Kingdom
Inventor's Signature 

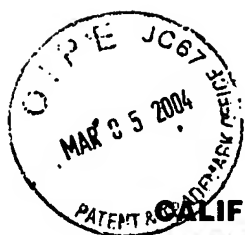
Date 2/23/04

Name of Second Inventor: Steven James Kalidonis
Residence: Belmont, CA
Mailing Address: 1105 North Road, Belmont, CA 94002
Citizenship: United States
Inventor's Signature 

Date 2/23/04

EXHIBIT B

Page 3 of 4



COPY

CALIFORNIA ALL-PURPOSE ACKNOWLEDGMENT

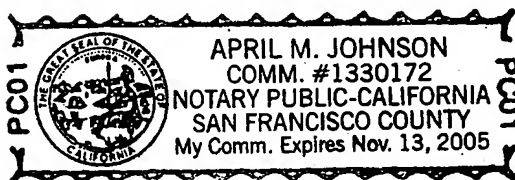
State of California

County of San Francisco } ss.

On February 23, 2004 before me, April M. Johnson, Notary Public
Date Name and Title of Officer (e.g., "Jane Doe, Notary Public")
personally appeared Daniel Nicholas Crow and Steven James Kalidonis
Name(s) of Signer(s)

☐ personally known to me
☒ proved to me on the basis of satisfactory evidence

to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that ~~he/she~~ they executed the same in ~~his/her~~ their authorized capacity(ies), and that by ~~his/her~~ their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



WITNESS my hand and official seal.

April M. Johnson
Signature of Notary Public

OPTIONAL

Though the information below is not required by law, it may prove valuable to persons relying on the document and could prevent fraudulent removal and reattachment of this form to another document.

Description of Attached Document

Title or Type of Document: Power of Attorney

Document Date: _____ Number of Pages: 3

Signer(s) Other Than Named Above: _____

Capacity(ies) Claimed by Signer

Signer's Name: _____

- ☐ Individual
☐ Corporate Officer — Title(s): _____
☐ Partner — ☐ Limited ☐ General
☐ Attorney-in-Fact
☐ Trustee
☐ Guardian or Conservator
☐ Other: _____

Signer Is Representing: _____

RIGHT THUMBPRINT
OF SIGNER

Top of thumb here

EXHIBIT B

Page 4 of 4



COPY

DPP/GLM 10/10/2003 5437-66659

Express Mail No. EV 339201457 US
Date of Deposit: October 10, 2003

→ MATCHING JOB CANDIDATE INFORMATION ←

CROSS-REFERENCE TO RELATED APPLICATIONS

5 U.S. Patent Application No. _____ to Crow et al., filed concurrently herewith, having attorney docket no. 5437-65503, and entitled "CONCEPTUALIZATION OF JOB CANDIDATE INFORMATION" is hereby incorporated by reference herein.

TECHNICAL FIELD

10 The technical field relates to automated job candidate selection via computer software.

BACKGROUND

15 Despite advances in technology, the process of finding and hiring employees is still time consuming and expensive. Because so much time and effort is involved, businesses find themselves devoting a considerable portion of their resources to the task of hiring. Some companies have entire departments devoted to finding new hires, and most have at least one person, such as a recruiter or hiring manager, who coordinates hiring efforts. However, even a skilled recruiter with ample available resources may find
20 the challenge of finding suitable employees daunting.

To hire employees, businesses typically begin by collecting a pool of applicant resumes. Based on the resumes, some of applicants are chosen for interviews; based on the interviews, offers are extended to a select few. Resumes can be collected in a variety of ways. With recent advances in computer technology, it is commonplace to collect
25 resumes over the Internet via email or the World Wide Web. The Internet allows an applicant from anywhere in the world to send a resume in electronic form. Thus, the recruiter now has an incredibly large pool from which to choose applicants.

However, having so many choices can make it even more difficult to choose from among the applicants. A recruiter may be presented with hundreds of resumes in
30 response to a single job posting. Sifting through so many resumes to find those appropriate applicants for further investigation is not an easy task and cannot be easily



COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled **MATCHING JOB CANDIDATE INFORMATION**, the specification of which

- ☐ is attached hereto.
- ☒ was filed on October 10, 2003 as United States Patent Application No. 10/684,345.
- ☐ was described and claimed in PCT International Application No. _____, filed on _____, and as amended under PCT Articles 19 on _____ (if applicable).
- ☐ and was amended on _____ (if applicable).
- ☐ with amendments through _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to patentability as defined in 37 C.F.R. § 1.56. If this is a continuation-in-part application filed under the conditions specified in 35 U.S.C. § 120 which discloses claims and subject matter in addition to that disclosed in the prior copending application, I further acknowledge the duty to disclose material information as defined in 37 C.F.R. § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim foreign priority benefits under 35 U.S.C. § 119(a)-(d) of any foreign application(s) for patent or inventor's certificate or of any PCT international application(s) designating at least one country other than the United States of America listed below and have also identified below any foreign application(s) for patent or inventor's certificate or any PCT international application(s) designating at least one country other than the United States of America filed by me on the same subject matter having a filing date before that of the applications(s) on which priority is claimed:

| Number | Country | Day/Month/Year Filed | Claim Priority? |
|--------|---------|----------------------|--|
| | | | <input type="checkbox"/> Yes <input type="checkbox"/> No |

I hereby claim the benefit under 35 U.S.C. § 119(e) of any United States provisional application(s) listed below:

| Application Number | Filing Date |
|--------------------|-------------|
| | |

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) or § 365(c) of any PCT international application(s) designating the United States, listed below and, insofar as the subject matter of each of

the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of Title 35, United States Code, § 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, § 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

| Application Number | Filing Date | Status: patented, pending, abandoned |
|--------------------|-------------|--------------------------------------|
|--------------------|-------------|--------------------------------------|

I hereby appoint the practitioners associated with the customer number provided below to prosecute this application, to file a corresponding international application, and to transact all business in the Patent and Trademark Office connected therewith:

Customer Number 24197

| Name | Reg. No. | Name | Reg. No. |
|-----------------------|----------|-------------------------|----------|
| ANDON, Christopher L. | 51,406 | MC LEOD, Richard D. | 46,921 |
| BAKER, Theodore W. | 53,961 | MAURER, Gregory L. | 43,781 |
| BIBLE, Patrick M. | 44,423 | MILLER, Christopher B. | 48,398 |
| BUNKER, Gillian | 47,461 | NOONAN, William D. | 30,878 |
| CALDWELL, Lisa M. | 41,653 | PETERSEN, David P. | 28,106 |
| CARLSON, Anne | 47,472 | POLLEY, Richard J. | 28,107 |
| CASH, David | 52,706 | RINEHART, Kyle B. | 47,027 |
| GAO, ZeMing M. | 51,718 | RUPERT, Wayne W. | 34,420 |
| GIRARD, Michael P. | 38,467 | RYBAK, Sheree L. | 47,913 |
| GOFF, Jared S. | 44,716 | SIEGEL, Susan Alpert | 43,121 |
| GORDON, Debra A. | 54,128 | SLATER, Stacey C. | 36,011 |
| HAENDLER, Jeffrey B. | 43,652 | STEPHENS Jr., Donald L. | 34,022 |
| HARDING, Tanya M. | 42,630 | STUART, John W. | 24,540 |
| HAYES, Kevin M. | 54,158 | VANDENBERG, John D. | 31,312 |
| JAKUBEK, Joseph T. | 34,190 | WAGNER, Justin D. | 54,519 |
| JONCUS, Stephen J. | 44,809 | WHINSTON, Arthur L. | 19,155 |
| JONES, Michael D. | 41,879 | WIGHT, Stephen A. | 37,759 |
| KLARQUIST, Kenneth S. | 16,445 | WINN, Garth A. | 33,220 |
| KLITZKE II, Ramon A. | 30,188 | YOUNG, Travis | 53,819 |
| LEIGH, James S. | 20,434 | ZASTROW, Devon J. | 50,206 |

I hereby grant the law firm of Klarquist Sparkman, LLP, the power to insert on this Combined Declaration and Power of Attorney any further identification which may be necessary or desirable in order to comply with the rules of the United States Patent and Trademark Office for submitting this document.

Address all telephone calls to Gregory L. Maurer at telephone number (503) 226-7391.


Address all correspondence to the address associated with the customer number provided below:

Customer Number 24197

Klarquist Sparkman, LLP
One World Trade Center, Suite 1600
121 S.W. Salmon Street
Portland, Oregon 97204
Telephone: (503) 226-7391
Facsimile: (503) 228-9446

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Name of First or Sole Inventor: Daniel Nicholas Crow
Residence: San Francisco, CA
Mailing Address: 574 Church Street, San Francisco, CA 94114
Citizenship: United Kingdom

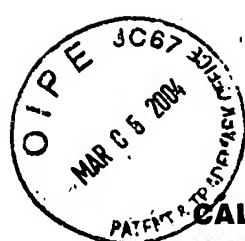
Inventor's Signature 

Date 2/23/04

Name of Second Inventor: Steven James Kalidonis
Residence: Belmont, CA
Mailing Address: 1105 North Road, Belmont, CA 94002
Citizenship: United States

Inventor's Signature 

Date 2/23/04



CALIFORNIA ALL-PURPOSE ACKNOWLEDGMENT

State of California

County of

San Francisco

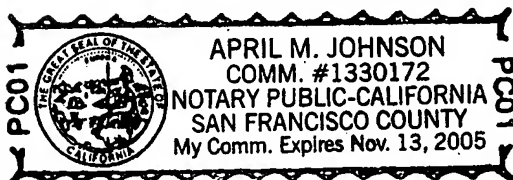
} ss.

On February 23, 2004 before me, April M. Johnson, Notary Public
Date Name and Title of Officer (e.g., "Jane Doe, Notary Public")
personally appeared Daniel Nicholas Crow and Steven James Kalidonis
Name(s) of Signer(s)

☐ personally known to me

☒ proved to me on the basis of satisfactory evidence

to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that ~~he/she~~ they executed the same in ~~his/her~~ their authorized capacity(ies), and that by ~~his/her~~ their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



WITNESS my hand and official seal.

April M. Johnson
Signature of Notary Public

OPTIONAL

Though the information below is not required by law, it may prove valuable to persons relying on the document and could prevent fraudulent removal and reattachment of this form to another document.

Description of Attached Document

Title or Type of Document:

Power of Attorney

Document Date:

Number of Pages:

3

Signer(s) Other Than Named Above:

Capacity(ies) Claimed by Signer

Signer's Name:

- ☐ Individual
☐ Corporate Officer — Title(s): _____
☐ Partner — ☐ Limited ☐ General
☐ Attorney-in-Fact
☐ Trustee
☐ Guardian or Conservator
☐ Other: _____

Signer Is Representing: _____

RIGHT THUMBPRINT
OF SIGNER
Top of thumb here